



# ICHIEFS

Professional Development  
Committee

# Making Good Decisions...

*At All Levels*

- Quickly
- Unique, High Stakes Situations
- Incomplete Information
- Emergency Scene & Otherwise

# Executive Decisions

- Non-technical Arena
- Mayors & City Managers
- Public
- Media

# Professional Development

- Planned
- Progressive
- Life-long
- *Includes:*
  - Education
  - Self-development
  - Training
  - Experience

# Professional Development

- NOT...Training OR Education
- BUT...Training **AND** Education

# Comparisons

## TRAINING

- What to do
- Anchored in past
- Job skills
- Practical skills
- Application
- Specific outcomes
- Known

## EDUCATION

- What to be
- Geared to future
- Life skills
- Cognitive skills
- Theory
- General outcomes
- Unknown

# Inclusion of Both Elements

- Accept Areas of Overlap
- Do Not Universally Equate Them
- Do Not Lose Essential Values of Each Element

# Philosophy



- Education without training is inert
- Training without education is transient



# Philosophy



It is education that makes training stick.

*- Art Cooper, M.D.*

# Philosophy



Education is learning  
what you did not know  
that you did not know.

*- George Boas*

# Philosophy

What sculpture is to a block of marble,  
education is to a human soul.

*- Joseph Addison*

# Philosophy

Education is not about learning facts.

For that, you do not need college.

The value of education is in training the mind to think something that cannot be learned from textbooks.

- *Albert Einstein*

# Philosophy

Education is that which remains after one has forgotten everything that was learned in school.

- *Albert Einstein*

# Our Need

- All the Diverse Elements
  - Technical Skills
    - Training
    - Certification
  - Managerial Skills
    - Analysis
    - Planning
    - Problem Solving
    - Communications (especially listening!)
  - Self-development
    - Ethics
    - Vision
    - Leadership
  - Experience
    - Roles
    - Cultures
    - Individuals
    - Groups

# Our Message...

- Our Peers
  - Set Expectations
  - Training & Educational “Outcomes”
- Our Delivery System
  - Avoid Universalism
  - Protect Integrity of Process

Embrace the Diversity of Development!

# Wild Card!

Moving to All Risk Management